

January 2015

Minnesota Local Government Pay Equity Compliance Report

**Submitted to the Minnesota Legislature by
Minnesota Management & Budget**

400 Centennial Office Building
658 Cedar Street
St. Paul, MN 55155

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Executive Summary

Minnesota Management & Budget (MMB) is responsible for the enforcement of the Local Government Pay Equity Act (Minnesota Statutes 471.991 - .999 and Minnesota Rules Chapter 3920).

The Local Government Pay Equity Act applies to about 1,500 local governments in Minnesota, and affects a total of about 220,000 local government employees. Jurisdictions are scheduled to report on a three-year cycle, meaning that MMB receives approximately 500 reports each year.

Overall, local governments have achieved a high level of compliance - both in meeting reporting requirements and implementing pay equity for their employees. The success of this program is largely attributable to the commitment on the part of local governments and to the ongoing assistance and monitoring provided by the MMB Pay Equity Unit.

In January 2014, 465 local governments were required to submit reports to MMB. As of December 19, 2014, a total of 460 (99%) of the jurisdictions were in compliance, three (<1%) remained out of compliance and a decision was pending for two (<1%).

While a jurisdiction may have achieved equitable compensation and be in compliance for one reporting cycle, this does not guarantee that all future reports will be in compliance. Therefore, it is important for local governments to continually review their pay structure and submit reports every three years to the State for review and analysis. This on-going requirement to report prevents regression into inequitable compensation practices and reduces sex-based wage disparities in public employment throughout Minnesota.

About This Report

Minnesota Management & Budget (MMB) is required to submit an annual report to the state legislature regarding local government pay equity compliance. Minnesota Statute (M.S.) 471.999 states:

The report must include a list of the political subdivisions in compliance with section 471.992, subdivision 1, and the estimated cost of compliance. The report must also include a list of political subdivisions found by the commissioner to be not in compliance, the basis for that finding, recommended changes to achieve compliance, estimated cost of compliance, and recommended penalties, if any. The commissioner's report must include a list of subdivisions that did not comply with the reporting requirements of this section. The commissioner may request, and a subdivision shall provide, any additional information needed for the preparation of a report under this subdivision.

The 2015 annual Minnesota Local Government Pay Equity Report was prepared by MMB staff as part of routine work assignments. This report is based on local jurisdiction pay equity reports due to MMB in 2014.

This document can be made available, upon request, in alternate formats such as large print, Braille or audiotape.

Questions regarding this report may be directed to (651) 201-8039.

Section One

Background Information

Requirements of the Law

The Local Government Pay Equity Act (LGPEA) of 1984 (M.S. 471.991 to 471.999) required local governments to “establish equitable compensation relationships” by December 31, 1991. Other common terms for “equitable compensation relationships” are “comparable worth” or “pay equity.” Compliance must be maintained and jurisdictions are periodically evaluated. Jurisdictions are on a three-year reporting cycle with approximately 500 jurisdictions reporting each year.

The purpose of the law is “to eliminate sex-based wage disparities in public employment in this state.” Equitable compensation relationships are achieved when “the compensation for female-dominated classes is not consistently below the compensation for male-dominated classes of comparable work value... within the political subdivision.”

The law requires MMB to determine whether local governments have achieved pay equity, based on implementation reports submitted by local governments.

Responsibilities of Minnesota Management & Budget

A. Pay Equity Rule Adopted

In 1991, the Legislature authorized MMB to adopt rules under the Administrative Procedures Act to assure compliance with the Local Government Pay Equity Act (Laws 1991, chapter 128, section 2).

That same year, MMB asked employer organizations, unions, and women's groups to name representatives to serve on a rulemaking advisory committee. This 30-member group met to discuss and review compliance guidelines and advise the department on the pay equity rule. MMB adopted the rule MCAR 3920, October 1992.

B. Assistance to Local Governments

In 1989, MMB established a full-time pay equity coordinator position. The coordinator has assisted local governments through extensive training, consultation, and analysis of their pay equity reports.

MMB has communicated through various means with the approximately 1,500 local governments required to comply with the law. The department has produced numerous free technical assistance publications available at no cost to the jurisdictions.

MMB has periodically offered training sessions and delivered presentations at various conferences. MMB has also developed DVDs explaining reporting requirements, compliance requirements and job evaluation methodology.

In 2010, MMB developed and launched a new highly efficient web-based software program to help jurisdictions submit reports, determine the underpayment of female job classes and calculate the results for several of the compliance tests. Several enhancements have been made to the program since that time in the spirit of continuous improvement.

Pay Equity Implementation Activities for 2014

- **Analysis of Pay Equity Reports**

By the end of January 2014, 465 local jurisdictions were required to submit a Pay Equity Report to MMB. As of December 19, 2014, a total of 460 (99%) of the jurisdictions were in compliance, three (<1%) remained out of compliance and a decision was pending for another two (<1%). All jurisdictions that were out of compliance or pending a decision need corrections or clarification or other follow-up work with the local jurisdiction. This may involve several preliminary reports and investigations to verify accuracy.

- **2014 Annual Report to Legislature**

Staff prepared the report to the legislature on the status of compliance and non-compliance regarding each local government.

- **Communication Regarding Non-Compliance**

Staff provided ongoing communication to jurisdictions regarding the need to submit updated reports to achieve compliance.

- **Consultation and Technical Assistance**

Provided consultation and technical assistance to jurisdictions that were found out of compliance and developed strategies to achieve compliance and avoid any potential penalties.

- **MMB Web Site**

Continued to maintain and update MMB's pay equity web page and the State Job Match manual. The web page also includes pay equity reporting instructions, compliance requirements and pay equity analysis software. All are available on the website free of charge.

Section Two

Tests for Compliance

A. Tests for Compliance

The tests for compliance are summarized below. Complete details for each of the tests can be found in Minnesota Rules Chapter 3920. The “recommended action” after each is a brief overview of the general advice MMB gives to jurisdictions that did not pass a particular test. Reports to each jurisdiction are individualized and identify specific problems and requirements to pass the compliance test(s).

1. **Completeness and accuracy test (CA)** - determines whether jurisdictions have filed reports on time, included correct data and supplied all required information.

Recommended action: *Supply any required information not included in the report, make certain all data is correct and submit report by the required date.*

2. **Statistical analysis test (ST)** - compares salary data to determine if female classes are paid consistently below male classes of comparable work value (job points). Software is used to calculate this test. For smaller jurisdictions, the alternative analysis is used instead of the statistical analysis.

Recommended action: *Adjust salaries to reduce the number of female classes compensated below male classes of comparable value, or reduce the difference between the average compensation for male classes and female classes to the level where it is not statistically significant.*

3. **Alternative analysis test (ALT)** - compares salary data to determine if female classes are paid below male classes even though the female classes have similar or greater work value (job points). Also evaluates the compensation for female classes rated lower than all other classes to see if it is as reasonably proportionate to points as other classes.

Recommended action: *Eliminate the amount of the inequity identified between the salaries for female classes and male classes.*

4. **Salary range test (SR)** - compares the average number of years it takes for individuals in male and female classes to reach the top of a salary range. This test only applies to jurisdictions that have classes where there are an established number of years to move through salary ranges.

Recommended action: *Bring more consistency to the average number of years it takes to move through a salary range for male and female classes to meet the minimum standard for passing the test.*

5. **Exceptional service pay test (ESP)** - compares the number of male classes in which individuals receive longevity or performance pay above the maximum of the salary range to the number of female classes where this occurs. This test applies only to jurisdictions that provide exceptional service pay.

Recommended action: *Bring more consistency to the number of male and female classes receiving exceptional service pay to meet the minimum standard for passing the test.*

B. Summary of Tests Failed After Initial Analysis

The following is a summary of 465 reports submitted by jurisdictions for the reporting year 2014. 66 or 14% of the reports were initially found out of compliance. A specific breakdown regarding each test follows:

Test Failed	Number
Completeness and Accuracy Test	45
Statistical Analysis Test	1
Alternative Analysis Test	13
Salary Range Test	5
Exceptional Service Pay Test	2
Total	66

Section Three

Summary of Compliance Status of Local Governments

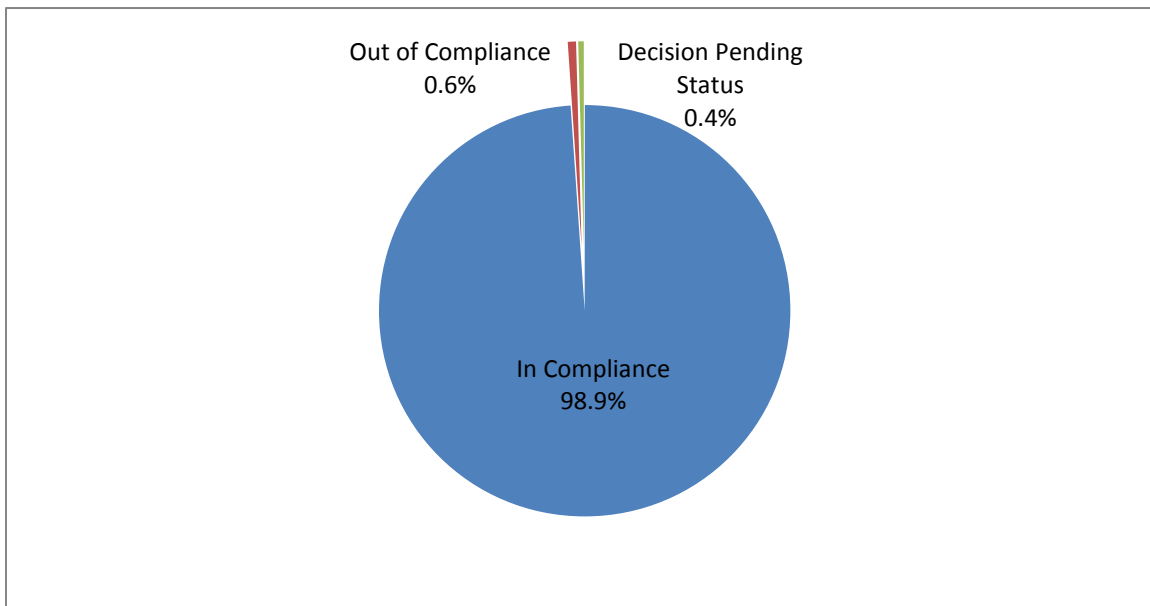
2015 Summary of Compliance Status by Jurisdictional Type December 19, 2014 – State Pay Equity Database for Local Jurisdictions

Jurisdiction Type	In Compliance	Out of Compliance	Decision Pending	Total
City	202	1	0	203
County	33	0	1	34
Schools	101	2	1	104
Soil & Water Conservation Districts (SWCDs)	28	0	0	28
Other Districts	34	0	0	34
Housing and Redevelopment Authorities (HRAs)	20	0	0	20
Townships	16	0	0	16
Utilities	14	0	0	14
Health Care Fac.	12	0	0	12
TOTAL	460	4	1	465

Compliance Status of 2014 Reports

In January 2014, 465 local governments were required to submit a report to MMB. After initial analysis of the reports, 286 (62%) were in compliance, 66 (14%) were out of compliance, and 113 (24%) needed further clarification. As of December 19, 2014, a total of 460 (99%) of the jurisdictions were in compliance, three (<1%) remain out of compliance and decision is pending for two (<1%) more jurisdictions.

Compliance Status of Reports as of December 19, 2014



Inequities Identified in Pay Equity Reports

For the past several reporting years, MMB has examined the inequities found in jurisdictions that were not in compliance to determine how the wage gap between comparable male and female job classes changed after pay equity wage increases were given. This report includes examples of inequities that were found and corrected in some of the jurisdictions that were found out of compliance.

Inequities were identified in instances where females were paid less than males even though their job evaluation ratings indicated that the females should be paid at least equal to the males. In addition, disparities could not be accounted for by length of service or performance differences. For example, a female in the position of city clerk, rating of 275 points, was paid less than a male in a maintenance position with a rating of 213 points. Typical inequities in cities were found primarily between city clerks and maintenance workers.

In schools, the greatest potential for inequities is found considering the number of years to achieve maximum salary for licensed staff (teachers) in comparison to the non-licensed or support staff.

Examples of Inequities Identified in Pay Equity Reports

<i>Position</i>	<i>Hourly Wage "Before"</i>	<i>Hourly Wage "After"</i>	<i>Difference</i>
<i>Liquor Store Manager</i>	<i>\$9.00</i>	<i>\$13.00</i>	<i>\$4.00</i>
<i>Deputy Clerk</i>	<i>\$14.00</i>	<i>\$14.94</i>	<i>\$0.94</i>
<i>Clerk-Treasurer</i>	<i>\$16.64</i>	<i>\$17.81</i>	<i>\$1.17</i>
<i>Office Manager</i>	<i>\$20.09</i>	<i>\$20.68</i>	<i>\$0.59</i>
<i>Clerk-Treasurer</i>	<i>\$21.02</i>	<i>\$21.66</i>	<i>\$0.64</i>
<i>Watershed Admin</i>	<i>\$38.24</i>	<i>\$40.31</i>	<i>\$2.07</i>

Section Four

Jurisdictions Not in Compliance

A. Jurisdictions Not in Compliance -

The jurisdictions listed below have all received a “first notice of non-compliance” but at this time no penalties have been assessed. Some of the jurisdictions on this list have recently submitted second reports yet to be reviewed. Any jurisdiction on this list could receive a penalty notice at a later time if they fail to submit a new report that passes all compliance tests.

The abbreviations for the tests for compliance used in this section are: CA – completeness and accuracy; ST – statistical salary comparison analysis; ALT – alternative salary comparison salary analysis; SR – salary range and ESP – exceptional service pay. A complete description of each of these tests and the specific actions MMB recommended to each jurisdiction to achieve compliance can be found in section two of this report.

Jurisdiction	Test(s) Failed	Est. Monthly Cost to Achieve Compliance	Cost as % Payroll
Cities			
Lake Elmo	ALT	\$2,178	2.0%
School Districts			
ISD No. 656-Fairbault	SR	*	0.1%
ISD No. 836-Butterfield-Odin	SR	*	0.1%

*Data to calculate a specific amount was not available to MMB at the time of this report, but based on MMB analysis of average costs, MMB estimates that the cost would not exceed 0.1% of payroll and would probably be less.

B. Jurisdictions Not in Compliance – Second Notice of Non-Compliance

At this time there are no jurisdictions that have received a second notice of non-compliance with the Local Government Pay Equity Act and a notice that they are subject to a penalty. If there were any jurisdictions in this category, MMB would have specified the reason for non-compliance, recommended actions to achieve compliance and estimated the cost of achieving for compliance for each of these jurisdictions.

Prior to any penalties being assessed, a jurisdiction subject to a penalty would have had several opportunities to avoid such a notice including a first notice of non-compliance and a grace period to make corrections and achieve compliance. In addition, any non-compliant jurisdictions would have been:

- Warned that failure to achieve compliance by the end of the grace period would result in a second notice of non-compliance and a penalty notice. Also, that the penalty would be the greatest of a 5% reduction in state aid or \$100 per day assessed from the original deadline for compliance and would continue until compliance was achieved.

- Advised of the reason they were found out of compliance, the results of the tests for compliance and an explanation of the results.
- Encouraged to contact MMB for technical assistance, or review potential salary and other adjustments, to see if they would meet compliance requirements.
- Advised to request reconsideration if they wished to explain circumstances and ask for a reversal of MMB's decision, or request an extension of the grace period to achieve compliance.

Any penalized jurisdiction would have had the option to request a suspension of the penalty and/or file a contested case appeal. Penalties may not be imposed while an appeal is pending.

The law allows MMB to consider the following factors when deciding whether to suspend any portion of a penalty: circumstances beyond a jurisdiction's control, severe hardship, factors unrelated to gender, and steps the jurisdiction has taken to achieve compliance. Jurisdictions also have the option to submit a contested case appeal on the new penalty amounts.

Because penalties continue until compliance is achieved, jurisdictions that do not achieve compliance are subject to additional penalties. No penalties may be imposed until the end of the legislative session in which MMB submits a report listing a jurisdiction as not in compliance. MMB makes compliance decisions on an ongoing basis and updates the legislature annually.

C. Jurisdictions Not in Compliance – Penalties Resolved

A total of 96 penalty cases have been resolved over the past 17 years resulting in \$1,267,851.00 in total restitution paid to approximately 1,300 employees for past inequities. A total of \$210,233 has been collected in penalties. The penalties go to the general fund and not to MMB.

Section Five

Jurisdictions in Compliance

Cities

Ada	Dundas	Lake Shore
Adams	Dundee	Lake St. Croix Beach
Albert Lea	Eagle Bend	Lake Wilson
Alden	Echo	Lakeville
Apple Valley	Elizabeth	Lauderdale
Arden Hills	Elmore	Le Sueur
Arlington	Ely	Lexington
Ashby	Erskine	Lindstrom
Avoca	Evansville	Little Canada
Avon	Eveleth	Long Lake
Babbitt	Excelsior	Longville
Backus	Falcon Heights	Loretto
Barnesville	Faribault	Lucan
Barnum	Farmington	Lyle
Bellingham	Fertile	Mahtomedi
Blooming Prairie	Flensburg	Mapleton
Braham	Frazee	Marble
Brainerd	Freeborn	Marine on St. Croix
Breezy Point	Gibbon	Mayer
Brooklyn Center	Glencoe	Mazeppa
Brooklyn Park	Glyndon	Mentor
Brooten	Golden Valley	Milan
Browerville	Grand Marais	Millerville
Browns Valley	Hackensack	Minneota
Brownsville	Ham Lake	Minnetonka Beach
Buffalo	Hampton	Montevideo
Buffalo Lake	Hanley Falls	Monticello
Byron	Hanover	Montrose
Cambridge	Harmony	Moorhead
Cannon Falls	Hayfield	Moose Lake
Carlton	Henderson	Mora
Centerville	Hendricks	Morris
Chisago City	Henning	Morristown
Clara City	Hewitt	Morton
Clarkfield	Hitterdal	Mountain Iron
Clarks Grove	Howard Lake	Murdock
Climax	Hoyt Lakes	Nerstrand
Clinton	Hugo	New Auburn
Cohasset	Hutchinson	New Prague
Cokato	International Falls	New Richland
Coleraine	Ironton	New York Mills
Cook	Ivanhoe	Nisswa
Cottonwood	Kasson	North St. Paul
Cromwell	Keewatin	Norwood-Young America
Darwin	Kennedy	Oak Park Heights
Dassel	Kettle River	Oakdale
Dayton	Kiester	Ogilvie
Deer River	Kimball	Onamia
Delano	Lake Bronson	Oronoco
Duluth	Lake Crystal	Orr
	Lake Park	Ortonville

Cities - Continued

Oslo
Parkers Prairie
Paynesville
Pennock
Pine Island
Prior Lake
Randall
Redwood Falls
Rockford
Rogers
Rollingstone
Rose Creek
Rush City
Sanborn
Sandstone
Sartell
Sauk Rapids
Shafer
Shakopee
Sherburn
Sherburn
Spring Grove
Spring Park
St. Joseph
St. Leo
St. Louis Park
St. Michael
Staples
Stockton
Taconite
Thief River Falls
Tower
Trimont
Vadnais Heights
Victoria
Virginia
Wabasha
Wabasso
Wahkon
Walker
Watkins
Waubun
Wells
Willernie
Willmar
Winger
Woodbury
Wrenshall
Wykoff
Zumbrota

Counties

Aitkin County
Beltrami County
Brown County
Chippewa County
Cottonwood County
Crow Wing County
Douglas County
Fillmore County
Isanti County
Itasca County
Kanabec County
Lake of the Woods County
Lincoln County
Lyon County
Mahnommen County
Marshall County
McLeod County
Meeker County
Morrison County
Murray County
Nobles County
Otter Tail County
Pine County
Pipestone County
Pope County
Renville County
Sherburne County
Sibley County
St. Louis County
Stearns County
Steele County
Todd County
Wilkin County

Health Care Facilities

Cook County Hospital District
Countryside Public Health Services
Cuyuna Range Hospital District
Glacial Ridge Hospital District
Inter-County Nursing Service
Itasca Nursing Home dba Grand Village
Mercy Hospital and Health Care Center
Parkview Manor Nursing Home
Pelican Valley Health Center
Perham Health
Quin Community Health Services
Sunnyside Care Center

Housing and Redevelopment**Authorities**

Aitkin County HRA
Bagley Housing Authority
Benson HRA
Cass Lake HRA
Chippewa County HRA
Clay County HRA
Clearwater County HRA
Ely HRA
Fairmont HRA
Fergus Falls HRA
Grand Rapids HRA
Little Falls HRA
New Richland HRA
Princeton HRA
Red Wing HRA
St. Cloud HRA
St. James HRA
Todd County HRA
Wadena HRA
Waseca HRA

Independent School Districts

ISD No. 1 - Aitkin
ISD No. 111 - Watertown
ISD No. 118 - Northland Community
ISD No. 146 - Barnesville
ISD No. 152 - Moorhead
ISD No. 166 - Cook County
ISD No. 177 - Windom
ISD No. 182 - Crosby-Ironton
ISD No. 191 - Burnsville- Eagan-Savage
ISD No. 192 - Farmington
ISD No. 194 - Lakeville
ISD No. 195 - Randolph
ISD No. 196 - Rosemount- Apple Valley-Eagan
ISD No. 199 - Inver Grove Heights
ISD No. 2 - Hill City
ISD No. 213 - Osakis
ISD No. 2134 - United South Central
ISD No. 2143 - Waterville- Elysian-Morristown
ISD No. 2144 - Chisago Lakes
ISD No. 2174 - Pine River- Backus Schools
ISD No. 2184 - Luverne
ISD No. 229 - Lanesboro
ISD No. 23 - Frazee-Vergas Public Schools
ISD No. 2311 - Clearbrook- Gonvick
ISD No. 2364 - Belgrade- Brooten-Elrosa
ISD No. 239 - Rushford- Peterson
ISD No. 25 - Pine Point
ISD No. 252 - Cannon Falls
ISD No. 2534 - BOLD Bird Island-Olivia-Lk. Lillian
ISD No. 2536 - Granada- Huntley-East Chain
ISD No. 255 - Pine Island
ISD No. 2609 - WIN-E-MAC
ISD No. 2683 - Greenbush- Middle River
ISD No. 2753 - Long Prairie- Grey Eagle
ISD No. 2754 - Cedar Mountain
ISD No. 278 - Orono
ISD No. 280 - Richfield
ISD No. 2805 - Zumbrota- Mazepa
ISD No. 284 - Wayzata
ISD No. 2856 - Stephen- Argyle Central
ISD No. 2884 - Red Rock Central
ISD No. 2886 - Glenville- Emmons
ISD No. 2888 - Clinton- Graceville-Beardsley
ISD No. 2897 - Redwood Area School District
ISD No. 299 - Caledonia
ISD No. 319 - Nashwauk Keewatin
ISD No. 333 - Ogilvie
ISD No. 362 - Littlefork- Big Falls
ISD No. 378 - Dawson-Boyd Schools
ISD No. 38 - Red Lake
ISD No. 390 - Lake of the Woods
ISD No. 391 - Cleveland
ISD No. 424 - Lester Prairie
ISD No. 435 - Waubun-Ogema-White Earth Comm. Schools
ISD No. 441 - Marshall Co. Central
ISD No. 458 - Truman
ISD No. 465 - Litchfield
ISD No. 47 - Sauk Rapids
ISD No. 477 - Princeton
ISD No. 480 - Onamia
ISD No. 495 - Grand Meadow
ISD No. 497 - Lyle
ISD No. 499 - LeRoy-Ostrander
ISD No. 51 - Foley
ISD No. 514 - Ellsworth
ISD No. 518 - Worthington
ISD No. 542 - Battle Lake
ISD No. 544 - Fergus Falls
ISD No. 545 - Henning
ISD No. 547 - Parkers Prairie
ISD No. 548 - Pelican Rapids
ISD No. 621 - Mounds View
ISD No. 622 - North St. Paul- Maplewood
ISD No. 624 - White Bear Lake
ISD No. 635 - Milroy
ISD No. 690 - Warroad
ISD No. 698 - Floodwood
ISD No. 701 - Hibbing
ISD No. 706 - Virginia
ISD No. 721 - New Prague
ISD No. 739 - Kimball
ISD No. 745 - Albany
ISD No. 748 - Sartell- St. Stephen
ISD No. 775 - Kerkhoven- Murdock-Sunburg
ISD No. 777 - Benson
ISD No. 786 - Bertha-Hewitt
ISD No. 811 - Wabasha-Kellogg
ISD No. 815 - Prinsburg
ISD No. 818 - Verndale
ISD No. 821 - Menahga
ISD No. 831 - Forest Lake
ISD No. 85 - Springfield
ISD No. 852 - Campbell-Tintah
ISD No. 861 - Winona
ISD No. 876 - Annandale
ISD No. 877 - Buffalo
ISD No. 882 - Monticello
ISD No. 883 - Rockford
ISD No. 912 - Milaca
ISD No. 94 - Cloquet
ISD No. 97 - Moose Lake

Others

Brainerd Lakes Regional Airport
Carver-Scott Educational Coop
Cloquet Area Fire District
Comfort Lake - Forest Lake Watershed District
East Central Regional Library
Headwaters Regional Development Commission
ISD No. 61-6026 West Central Education Dist.
Lac qui Parle Co. Economic Development Authority
Lake Agassiz Regional Library
Lake Agassiz Special Education Cooperative #397
Lakes Country Service Cooperative
MAWSECO District No. 938
Middle Snake Tamarac Rivers Watershed District
Minnesota Counties Information Systems
Minnesota Valley Transit Authority
MN Valley Education District #6027
National Joint Powers Alliance
Northeast Service Cooperative
Northwest Suburbs Cable Communications Commission
Plum Creek Library System
Quad Cities Cable Communications Commission
Red Lake Watershed District
Rock-Nobles Community Corrections
Southwest Regional Development Commission
Spirit Mountain Recreation Area
Stearns-Benton Employment and Training Council
Technology Information Educational Services (TIES)
Todd-Wadena Community Corrections
Tri-County Community Corrections
Upper Minnesota River Watershed District
Upper Minnesota Valley Regional Development Comm.
West Central Area on Aging
West Hennepin Public Safety Department
West Metro Education Program

Soil and Water Conservation Districts

Aitkin County SWCD
Anoka Conservation District
Becker SWCD
Big Stone SWCD
Brown SWCD
Carlton County SWCD
Carver County SWCD
Cottonwood SWCD
Dodge County SWCD
Faribault County SWCD
Goodhue SWCD
Grant County SWCD
Itasca County SWCD

Soil and Water Conservation Dist - Cont'd.

Kanabec SWCD
Kandiyohi SWCD
Kittson SWCD
Lac Qui Parle SWCD
Lake County SWCD
Lake Minnetonka SWCD
Lincoln County SWCD
Mower County SWCD
Pine County SWCD
Pope SWCD
Roseau County SWCD
Stearns County SWCD
Stevens SWCD
Washington Conservation District
Yellow Medicine SWCD

Townships

Albion Township
Big Lake Township
Breitung Township
Cannon Falls Township
Chisago Lake Township
Embarrass Township
Fayal Township
Fish Lake Township
Greenway Township
Hollywood Township
Irondale Township
Lakeview Township
Nashwauk Township
Township Maintenance Association
Vasa Township
Watertown Township

Utilities

Aitkin Public Utilities Commission
Board of Water Commissioners
Chisago Lakes Joint Sewage Treatment Commission
Dover-Eyota-St. Charles Area Sanitary District
Hutchinson Utilities
Kittson-Marshall Rural Water Users
North Branch Water & Light Municipal Utilities
North Kittson Rural Water System
Pope/Douglas Solid Waste Management
Shakopee Public Utilities Commission
Southern MN Municipal Power Agency
Spring Valley Public Utilities Commission
Springfield Public Utilities Commission
Truman Public Utilities Commission